

# MP Hotels Sustainability Report and Commitments

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Kairaba Mythos Palace strives to embrace sustainability elements into our business operation while delivering the best hospitality and services to our guests. We are proud to be certified by Travelife, an international company that recognizes the accommodation sustainability initiatives in the areas of environment, society and governance. The hotel continuously improves and develops new programs to enhance a positive environmental management, fair labour practices, human rights and community support. Through many impactful initiatives, we ensure that we treat our environment, people and community with respect and continuously find ways to improve the key indicators for the better future.

Please learn below more about our sustainability commitments, goals and progress.  
Together we care!

We will enact strategic initiatives aimed at methodically diminishing our carbon footprint across the entirety of our operations, spanning energy consumption, transportation, and waste management. We will allocate resources towards the adoption of energy-efficient technologies and methodologies to enhance energy utilization across our facilities.

In line with our unwavering commitment to environmental sustainability, we are proud to announce our formalized greenhouse gas reduction goals for our hotels. These ambitious targets underscore our dedication to mitigating our carbon footprint and fostering a more sustainable and eco-conscious operation. In order to achieve the greenhouse emissions we have set the following targets

- Record and reduce energy consumption by 2% compared to previous use each year until 2030.
- Application of environmentally friendly practices in the design of outdoor green spaces with Greek species of plants and crops within our hotel.
- We will have zero single use plastic items at our front of the house operation until 2026.
- We will reduce the volume of our total waste 3% from every source every year.
- The use of water will be reduced 1% every year.

As an integral component of our commitment, we have established a goal to achieve a 12% reduction in greenhouse gas emissions stemming from energy, water, and waste by the conclusion of 2030, commencing with the year 2024.





We are pleased to report that as of 31st December 2023, we have achieved the replacement of all the lamps of public areas and with energy saving lamps. This encompasses the transition to LED lighting, installation of energy-efficient appliances, and continual assessment and enhancement of our HVAC systems with energy efficient equipment.

We urge our esteemed guests, employees, and visitors to back our efforts by adhering to the guidelines placed throughout the hotel concerning water and energy conservation, as well as waste reduction.

We've strategically positioned informative signs featuring instructions and our policies in all back-of-the-house areas. This ensures that our entire staff can carry out their daily tasks in a more responsible and sustainable manner. In each required room, we've also installed signs reminding guests to use the air-conditioning more energy efficiently. Additional details about our sustainability program are available in specific areas throughout the hotel.

Over the course of the preceding year, we directed our endeavours towards fundraising initiatives that engaged our guests, staff, and management in support of the local animal shelter. The amassed funds were subsequently donated to assist the shelter in realizing its objectives. We extend our heartfelt gratitude to all those who made invaluable contributions to this cause.

Furthermore, we orchestrated two pivotal initiatives, made achievable through the collaborative efforts of our esteemed staff and guests. The first initiative encompassed the establishment of a garden on the hotel grounds, adorned with trees and native flora. The second undertaking centred on the meticulous cleaning of the local beach. Every participant demonstrated commendable dedication, leading to the successful removal of considerable amounts of debris from the shoreline.

Regarding other initiatives that we took in cooperation with the local church we gave most of the amounts of our remaining food to groups that were in need. That way we helped people in the time of need.

**1. Beach Cleaning Initiative:**

- Implementation of a collaborative effort involving both guests and staff to systematically clean the beaches.

**2. Support for Local Cultural Teams:**

- Strategic collaboration with local cultural groups to showcase their artistic endeavors and garner requisite support.

**3. Continued Partnership with Local Animal Shelter:**

- Sustained cooperation with the local animal shelter to perpetuate and build upon the philanthropic efforts of the preceding year.

**4. Reforestation Efforts in Collaboration with Local Authorities:**

- Close coordination with local authorities to actively participate in the reforestation endeavors aimed at rehabilitating areas impacted by the wildfires in July.



#### 5. **Partnership with Local Artisanal Industries:**

- Forming an alliance with local small-scale artisanal industries to curate and offer traditional foods and beverages, thereby promoting regional craftsmanship.

#### 6. **Establishment of Botanic Gardens within the Hotel:**

- Implementation of a comprehensive plan for the creation of botanic gardens strategically situated in various areas throughout the hotel premises.

Should you wish to contribute to this significant community project, a designated donation box is available at the reception desk.

Kairaba Mythos Palace maintains an unwavering commitment to upholding and safeguarding human rights. We firmly advocate for the fair and respectful treatment of every individual. As an integral part of this commitment, we conduct regular training sessions for our staff, specifically focusing on the prevention of discrimination. Over the past year, we have implemented a comprehensive program aimed at educating our staff not only on workplace-related matters but also on broader societal issues such as discrimination, bullying, and fostering acceptance within the local community.

Recognizing that child protection is a shared responsibility, we emphasize the utmost importance of child welfare and the prevention of all forms of harm, both physical and mental. We actively encourage our esteemed guests, staff, and visitors to promptly report any concerns related to child exploitation and abuse to the local police. This can be done by dialing 100 or by reporting directly to the police station situated at Leukimi.

Our progress towards our sustainability goals for the year 2023:

- Reduction of water 2%
- Reduction of energy used 7,5%
- Hazardous substance 2 %
- Total solid waste reduction 1%

#### Hotel Kairaba Mythos Palace Greenhouse Gas Reduction Commitment

At Kairaba Mythos Palace, we recognize the critical importance of mitigating climate change and are steadfast in our commitment to reducing greenhouse gas (GHG) emissions. We believe that sustainable and responsible practices are integral to the well-being of our planet and the communities we serve. Therefore, we pledge to take proactive measures to minimize our environmental impact and contribute to a more sustainable future.

## Our Commitments:

### 1. Carbon Footprint Reduction:

- We will implement initiatives to systematically reduce our carbon footprint across all aspects of our operations, including energy consumption, transportation, and waste management.

### 2. Energy Efficiency:

- We will invest in energy-efficient technologies and practices to optimize energy use throughout our facilities. This includes upgrading to LED lighting, installing energy-efficient appliances, and regularly assessing and improving our HVAC systems.

### 3. Renewable Energy Integration:

- We are committed to exploring and adopting renewable energy sources, such as solar, to transition towards a cleaner and more sustainable energy mix.

### 4. Waste Reduction and Recycling:

- We will enhance our waste management practices, emphasizing waste reduction, recycling, and responsible disposal. By minimizing landfill contributions and food production and consumption, we aim to significantly reduce our GHG emissions associated with waste.

### 5. Sustainable Transportation:

- We will encourage and support sustainable transportation options for both guests and employees. This includes promoting public transportation, providing bike-sharing facilities, and exploring electric vehicle charging infrastructure.

### 6. Community Engagement:

- We will actively engage with our local community to raise awareness about climate change and enlist their support in our sustainability efforts. Through educational programs and partnerships, we aim to create a collective impact on reducing emissions.

### 7. Supplier Collaboration:

- We will work closely with our suppliers to ensure that they share our commitment to environmental sustainability. This includes prioritizing suppliers with robust environmental practices and sourcing locally to reduce transportation-related emissions.

### 8. Guest Involvement:

- We will encourage our guests to participate in our sustainability journey by providing information on our initiatives and promoting responsible behaviors during their stay. Green choices, such as opting for linen reuse programs, will be actively promoted.

## 9: Transparency and Accountability:

We understand the importance of transparency and will regularly communicate our progress toward these commitments. Our annual sustainability reports will detail the quantifiable reductions in GHG emissions achieved through our initiatives.

## 10: Continuous Improvement:

Recognizing that sustainability is a journey, not a destination, we commit to continuous improvement. We will regularly assess our practices, leverage emerging technologies, and stay informed about best practices to enhance our environmental performance.

By making these commitments, our hotel aims to be a leader in sustainable hospitality, contributing to global efforts to combat climate change. Together with our guests, employees, and the community, we will forge a path toward a more sustainable and resilient future.

### Hotel Kairaba Mythos Palace Protecting and Supporting Biodiversity Commitment.

At Kairaba Mythos Palace, we recognize the invaluable importance of biodiversity in sustaining life on our planet. As stewards of the environment, we are deeply committed to the preservation and support of biodiversity within and around our properties. Our commitment extends to fostering ecosystems that are rich in flora and fauna, respecting the delicate balance of nature, and actively contributing to global conservation efforts.

#### Our Commitments:

##### 1. Preservation of Natural Habitats:

- We pledge to preserve and protect natural habitats within and adjacent to our properties. This includes green spaces, water bodies, and other critical ecosystems that host diverse forms of life.

##### 2. Landscaping with Native Species:

- We are committed to landscaping with native plant species, promoting biodiversity and creating environments that are conducive to the well-being of local flora and fauna.

##### 3. Wildlife Conservation:

- We actively support wildlife conservation efforts, recognizing the importance of coexisting with and safeguarding the diverse wildlife that may inhabit or traverse our surroundings.

##### 4. Water Conservation and Protection:

- Our commitment extends to responsible water management to safeguard aquatic habitats and the species that rely on them. We aim to minimize our impact on water ecosystems through sustainable water practices.

5. Pollution Prevention:

- We pledge to prevent pollution in all its forms, minimizing the impact on air, water, and soil quality to protect the health of biodiversity in our immediate and extended environments.

6. Education and Awareness:

- We will actively engage our staff, guests, and the local community in educational programs aimed at raising awareness about the importance of biodiversity and the role each individual can play in its preservation.

7. Responsible Tourism Practices:

- Our commitment to biodiversity extends to promoting responsible tourism practices that minimize disturbances to natural habitats, ecosystems, and wildlife.

8. Community Partnerships:

- We will seek partnerships with local conservation organizations, academic institutions, and community groups to actively contribute to broader biodiversity conservation initiatives.

9. Transparency and Accountability:

We understand the importance of transparency in our efforts. Therefore, we commit to regularly communicating our progress, challenges, and successes in biodiversity conservation through annual sustainability reports and other relevant channels.

Continuous Improvement:

Recognizing that biodiversity conservation is an ongoing journey, we pledge to continually assess our practices, explore innovative solutions, and adapt our strategies to contribute positively to biodiversity conservation.

Collaboration with Stakeholders:

We encourage collaboration with government agencies, NGOs, local communities, and our supply chain partners to collectively work toward the protection and enhancement of biodiversity.

By making these commitments, Kairaba Mythos Palace endeavors to be a leader in responsible and sustainable tourism, contributing to the global imperative of biodiversity conservation. Together with our stakeholders, we strive to create a world where the richness of biodiversity is preserved for current and future generations.

Hotel Kairaba Mythos Palace Staff Equality and Transparency Commitment



Kairaba Mythos Palace is dedicated to fostering a workplace culture characterized by fairness, equity, and respect for every employee. This comprehensive Fair Treatment Policy emphasizes our commitment to ensuring equitable treatment, encompassing wages, payments, and considerations for extra hours. We are dedicated to cultivating a positive work environment that promotes the well-being and professional development of our esteemed staff.

#### 1. Fair Wages and Compensation:

- Principle: Kairaba Mythos Palace is committed to providing fair and competitive wages that reflect the skills, experience, and responsibilities of each employee.
- Implementation: Regular wage reviews will be conducted to ensure our compensation aligns with industry standards and the local cost of living. Gender pay equity will be a priority, with transparent structures for salary determination.

#### 2. Timely and Accurate Payments:

- Principle: Kairaba Mythos Palace recognizes the importance of timely and accurate payments to employees.
- Implementation: Payroll processes will be streamlined to ensure salaries are disbursed on time, and comprehensive pay statements will be provided to enhance transparency. Any discrepancies or issues with payments will be promptly addressed.

#### 3. Overtime and Extra Hours:

- Principle: Kairaba Mythos Palace values the extra effort our employees invest and is committed to fairly compensating them for additional hours worked.
- Implementation: Overtime policies will be in place, adhering to legal regulations. Any extra hours worked beyond regular schedules will be compensated appropriately, either through overtime pay or time-off in lieu, as per local labor laws.

#### 4. Transparent Compensation Structures:

- Principle: Kairaba Mythos Palace believes in transparent and easily understandable compensation structures.
- Implementation: Clear and comprehensive explanations of compensation structures, including base pay, bonuses, and additional benefits, will be provided to all employees. Regular communication channels will be maintained to address any queries.

#### 5. Professional Development Opportunities:

- Principle: Kairaba Mythos Palace is committed to the professional growth and development of its staff members.



- Implementation: Opportunities for training, skill development, and career advancement will be provided. Regular performance assessments will guide the identification of potential areas for growth and improvement.

#### 6. Health and Wellness Programs:

- Principle: Kairaba Myths Palace prioritizes the health and well-being of its staff.
- Implementation: Wellness programs, including access to healthcare benefits, counseling services, and fitness initiatives, will be promoted to support the physical and mental health of employees.

#### 7. Grievance Resolution Mechanism:

- Principle: Kairaba Myths Palace is dedicated to resolving workplace concerns in a fair and confidential manner.
- Implementation: A clear and accessible grievance resolution mechanism will be established, ensuring that employees can raise concerns without fear of reprisal. Timely and impartial investigations will be conducted, and corrective actions will be taken as necessary.

#### 8. Equal Opportunities and Inclusivity:

- Principle: Kairaba Myths Palace upholds the principles of equal opportunities and inclusivity.
- Implementation: All employment decisions, including promotions and career advancements, will be made based on merit and qualifications. Discrimination or bias based on race, gender, ethnicity, religion, or any other protected characteristic will not be tolerated.

#### 9. Recognition and Appreciation:

- Principle: Kairaba Myths Palace values and appreciates the contributions of its staff.
- Implementation: Recognition programs, employee appreciation events, and acknowledgment of outstanding performance will be regular occurrences to celebrate the dedication and hard work of our team.

#### 10. Compliance with Labor Laws: - Principle: Kairaba Myths Palace is committed to full compliance with local and international labor laws.

- Implementation: Regular reviews of labor laws will be conducted to ensure our policies and practices align with legal requirements. Any necessary adjustments will be made promptly.



## 11. Gender Equality:

- Principle: Kairaba Mythos Palace is committed to ensuring gender equality in the workplace, providing equal opportunities for women in all facets of our organization.
- Implementation: Efforts will be directed towards gender pay equity, fair representation in leadership roles, and fostering an inclusive culture. Regular assessments will be conducted to address gender-specific challenges, promoting the professional growth and well-being of female employees.

## 12. Social Entities:

- Principle: Kairaba Mythos Palace recognizes its responsibility in contributing to social entities and endeavours, striving for a positive impact on society.
- Implementation: Engaging in socially responsible practices, supporting local communities, and participating in impactful initiatives will be integral to our operations. Collaborations with local social entities, charities, and community projects will be pursued, fostering a sustainable relationship beyond the workplace. Regular assessments will be conducted to measure and enhance our positive societal contributions.

This Staff Equality and Transparency commitment serves as a comprehensive framework for MP Hotels, outlining our commitment to fair treatment in terms of wages, payments, and considerations for extra hours. It reflects our dedication to creating an inclusive and supportive work environment for all our employees.

## Statement of Hotel Kairaba Mythos Palace Commitment to Protecting and Respecting Human Rights

At Kairaba Mythos Palace, we recognize the intrinsic value of every individual and are dedicated to upholding the principles of human rights, inclusivity, and social justice. Our commitment extends beyond mere compliance; we strive to create an environment that respects and protects the rights of all, with a specific focus on safeguarding minorities and vulnerable groups. We believe in the transformative power of hospitality to foster understanding, celebrate diversity, and contribute positively to the well-being of our employees, guests, and the broader community.

### Our Commitments:

#### 1. Equal Opportunities for All:

- We are unwavering in our commitment to providing equal opportunities for employment and advancement to all individuals, regardless of race, gender, ethnicity, religion, disability, sexual orientation, or any other characteristic.



## 2. Diversity and Inclusion:

- We celebrate diversity and actively promote an inclusive culture that respects the richness of different backgrounds, cultures, and perspectives. We recognize that diversity strengthens our organization and enhances the guest experience.

## 3. Non-Discrimination Policies:

- Discrimination has no place within our hotel. We have established and strictly enforce policies that prohibit discrimination in any form, fostering an environment where everyone feels valued and respected.

## 4. Support for Vulnerable Groups:

- We are committed to identifying and supporting vulnerable groups, including but not limited to refugees, displaced persons, and those facing economic or social challenges. Our programs aim to provide assistance and create opportunities for empowerment.

## 5. Community Engagement and Partnerships:

- We actively engage with local communities, NGOs, and advocacy groups to understand their unique needs and concerns. Through partnerships, we strive to address issues affecting minorities and vulnerable populations, contributing to positive social change.

## 6. Education and Awareness:

- We believe in the power of education to drive change. Our ongoing training programs ensure that our staff is well-informed about human rights principles, cultural sensitivity, and the importance of inclusivity in providing exceptional service.

## 7. Accessibility and Accommodations:

- We are committed to providing accessible facilities for all guests, including those with disabilities. Our accommodations are designed to meet diverse needs, ensuring that everyone can enjoy a comfortable and enriching experience.

## 8. Child Protection and Labor Standards:

- Our commitment to human rights includes a steadfast stance against child labor and the exploitation of any individual. We adhere to strict policies to prevent and eradicate such practices throughout our operations and supply chain.

## Transparency and Accountability:

We understand the importance of transparency in our efforts. We will regularly communicate our progress, challenges, and successes related to human rights through annual reports and other channels.



## Continuous Improvement:

Our commitment to human rights is a journey of continuous improvement. We actively seek feedback from our stakeholders and regularly reassess our practices to ensure they align with evolving human rights standards.

By making these commitments, Kairaba Mythos Palace aspires to be a beacon of human rights, fostering an environment of respect, dignity, and compassion. We invite our employees, guests, and the community to join us in creating a world where everyone can thrive and be treated with the dignity they deserve.

## Statement of Hotel Kairaba Mythos Palace Commitment to Children protection and rights

At Kairaba Mythos Palace, we hold a deep respect for the rights and well-being of children. We are committed not only to providing a safe environment but also to upholding the fundamental rights of every child who stays with us, ensuring their right to dignity and security.

In addition to our stringent safety measures, we recognize and support the broader principles outlined in international conventions such as the UN Convention on the Rights of the Child. This includes advocating for children's rights to protection from harm, access to education, and opportunities for play and leisure, ensuring they have the chance to thrive in a nurturing environment.

Kairaba Mythos Palace is dedicated to fostering an inclusive and supportive environment where children are treated with dignity and respect. We believe in listening to children's voices, valuing their opinions, and ensuring their participation in decisions that affect them, empowering them to be active participants in their own well-being.

By prioritizing both the safety and rights of children, Kairaba Mythos Palace aims to not only meet but exceed the expectations of families who choose to stay with us. We are committed to being a trusted destination where families can create cherished memories knowing that their children are safe, valued, and respected, fostering an environment of trust and comfort for families to enjoy their time together.

Moreover, Kairaba Mythos Palace actively collaborates with local organizations and authorities to advocate for the rights of children beyond the confines of our property. Through partnerships and community engagement initiatives, we strive to contribute positively to the well-being of children in the broader community, fostering a culture of child protection and empowerment, extending our commitment to children's rights beyond our premises.

As we continue our journey to uphold the rights and safety of children, Kairaba Mythos Palace remains dedicated to being a beacon of responsible hospitality, where families can find solace in knowing that their children's rights and safety are our top priorities, ensuring that every child feels valued, respected, and protected throughout their stay with us.





In line with our commitment to continuous improvement, we welcome feedback from our guests, community, and talents concerning our ongoing efforts to enhance our environmental and social impact, including suggestions about how we can improve. Please feel free to share your comments and ideas with us by emailing [info.mythos@kairaba-hotels.com](mailto:info.mythos@kairaba-hotels.com) Kairaba Mythos Palace.

Kairaba Mythos Palace is committed to achieve our sustainability commitments and goals, while inviting you to support us in realizing them.

Date: 16/04/2024

Cluster General Manager Korasidis George

A handwritten signature in black ink that reads 'KORASIDIS'.

